

Message Text

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PAGE 01 STATE 056080
ORIGIN L-03

INFO OCT-01 AF-08 ARA-10 EA-09 EUR-12 NEA-10 A-01 ISO-00
PER-03 MMO-04 SIG-02 /063 R

DRAFTED BY L/M:KEMALMBORG:AD

APPROVED BY L/M:KEMALMBORG

A - MR. THOMAS

NEA/EX -

AF/EX - MR. KRYZA (DRAFT)

ARA/MGT - MR. GERSHENSON (DRAFT)

EUR/EX - MR. BASKEY (DRAFT)

EA/EX - MR. SCARRITT

-----141713Z 024972 /44

R 141458Z MAR 77

FM SECSTATE WASHDC

TO ALL DIPLOMATIC AND CONSULAR POSTS

UNCLAS STATE 056080

INFORM CONSULS

E.O. 11652: N/A

TAGS: AODE

SUBJECT: POST EMPLOYMENT OF DEPENDENTS

REF: DEPARTMENT A-5043

1. WE HAVE RECEIVED A NUMBER OF INQUIRIES IN RESPONSE TO
REFAIR WHICH INDICATE NEED FOR FURTHER GUIDANCE.

2. THERE ARE TWO BASIC PROBLEMS: PROHIBITIONS ON NEPOTISM
AND THE APPEARANCE OR ACTUALITY OF A CONFLICT-OF-INTEREST.
THESE CAN BEST BE GUARDED AGAINST BY A POST POLICY COVER-
ING THESE POINTS:

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A. JOB OPPORTUNITIES AT POST WILL BE PUBLICIZED SO
THAT ALL DEPENDENTS WHO ARE INTERESTED MAY APPLY.

B. SELECTION AMONG APPLICANTS WILL BE ON THE BASIS OF
QUALIFICATIONS ONLY.

C. IF POST MAKES DECISION ON WHO IS TO BE HIRED, THIS DECISION SHOULD BE BY AN OFFICER WHO DOES NOT HAVE DEPENDENTS AMONG THE APPLICANTS.

D. SENIOR OFFICERS WILL REFRAIN FROM ANY ACTIONS WHICH CAN BE CONSTRUED AS RECOMMENDING PARTICULAR CANDIDATES.

E. WRITTEN RECORDS SHOULD BE KEPT OF EACH STEP OF EMPLOYMENT PROCESS; THAT IS, DESCRIBING PUBLICITY, LISTING APPLICANTS AND QUALIFICATIONS, AND STATING BY WHOM DECISION MADE AND ON WHAT BASIS.

3. BEAR IN MIND THAT, ESPECIALLY IN THE CASE OF SENIOR OFFICERS, AN IMPRESSION OF NEPOTISM, EVEN IF INACCURATE, CAN IMPACT ON POST MORALE.
VANCE

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01-Jan-1994 12:00:00 am
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Sent Date: 14-Mar-1977 12:00:00 am
Decaption Date: 01-Jan-1960 12:00:00 am
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01-Jan-1960 12:00:00 am
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1977STATE056080
Document Source: CORE
Document Unique ID: 00
Drafter: KEMALMBORG:AD
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D770087-0251
Format: TEL
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1977/newtext/t19770362/aaaaccnw.tel
Line Count: 79
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: b94c7bb8-c288-dd11-92da-001cc4696bcc
Office: ORIGIN L
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: n/a
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 04-Oct-2004 12:00:00 am
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 3116578
Secure: OPEN
Status: NATIVE
Subject: POST EMPLOYMENT OF DEPENDENTS
TAGS: AODE
To: ALL POSTS
Type: TE
vdkgvwkey: odb://SAS/SAS.dbo.SAS_Docs/b94c7bb8-c288-dd11-92da-001cc4696bcc
Review Markings:
Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
22 May 2009
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